



Stewardship for Equity, Equal Employment and Diversity (SEED)

Minutes

Held on Tuesday, January 31

Held through Zoom

Chairs

Cheryl Johnson, Lucia Lachmayr, Roger Perez-Vaughan

Members Present

Megdi Abebe, Luis Escobar, Melanie Espinueva, Joshua Lindo, Melissa Matthews, Zahra Mojtahedi, Eureka Soriano, Michael Stokes, Gavin Townsley, Ingrid Vargas

Members Absent

Derek Allenby, Vincent Chandler, Jeremy Evangelista, Nathan Jones, Felicia Mazzi, Allen Ocampo, Beatriz Qura Del Rio, Chad Thompson

Guest(s)

Chris Gibson

DISCUSSION/REPORTS

Education Master Plan draft

The committee was informed that the Education Master Plan draft is available online. SPARC is the committee tasked with coordinating the Education Master Plan (the college's strategic plan completed every five years) which guides the college's vision, mission and resource allocation. As a result, when conducting resource allocations, whether through program resource request or program review, requests are assessed in relation with the college's mission, vision and value or the Education Master Plan. Other plans in the college (Enrollment Management, Student Equity Plan, Technology Plan) are supposed to align and be incorporated in the Education Master Plan.

The plan has six goals and specific strategies to accomplish said goals. It was requested for SEED members to review the Education Master Plan draft and provide input on the goals and strategies. Feedback will be submitted using a feedback form, available on the Education Master Plan website, by February 15.

Reflections on SEED Committee

The conversation centered around ownership of SEED by all committee members. SEED members were contacted in fall 2022 to determine their involvement in the committee and a significant number did not respond. Those who responded that they will not be part of SEED, also did not respond to our request to recommend others in their program or division for SEED membership. The limited participation, response to email correspondence, collaboration in identifying agenda items and decrease in meeting attendance requires reassessing the committee and membership commitment.

It was determined that SEED is a Constituent Committee with rules governing the committee's function. In addition, SEED is a working committee that makes recommendations to College Governance Council (CGC)



regarding inequities on campus. The committee's constituency representation and composition need to be determined to formalize the membership structure. It was decided that SEED members would message any of the tri-chairs with their ideal constituency representation in SEED.

Spring 2023 Equity Topics & Community Feedback

In the last meeting in fall 2022, SEED members created a list of equity topics to explore and address in spring 2023. The list had a number of overlapping items and it was decided to condense it to make it more engaging.

The committee decided to review the list and select one to three equity topics to prioritize this semester and identify campus efforts. SEED will work with folks across campus to identify equity gaps related to the selected equity topic, strategies to better address such gaps, and develop a recommendation for CGC that comes with actual action or potential funding or support request.

In preparation for the next meeting, it was determined that SEED members will complete a survey, by February 15, to identify the most relevant equity topic(s) to engage with in spring 2023.

SEED and Communities' Role in Implementing Student Equity Plan

SEED guided the completion of the 2022-25 Student Equity Plan but SEED's engagement in closing inequities identified in the plan has yet to be determined. Initial discussions comment on the importance of the college community involvement to ensure recommendations are explored and implemented.

Due to time limitations, this item was postponed to our next meeting.

UPDATES/ANNOUNCEMENTS

It was asked that all of us try to hold Tyre Nichols' family and child in our hearts, which prompted an inquiry of campus activities, discussions, other things to which students who are traumatized can be referred for support.

It was noted that the Equity Institute has a Padlet titled [Remembering Tyre Nichols](#) and a list of resources and scholarly articles. In addition, the Student Equity & Support Programs Division, the District Antiracism Council and the Employee Assistance Program were indicated as possible support spaces.

NEXT REGULAR MEETING

The next regular meeting will be on Tuesday, February 21, from 2:10 to 3:50 p.m. through Zoom.